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AGREEMENT

• BETWEEN

MAYOR AND BOARD OF ALDERMEN  
OF THE TOWN OF BOONTON

AND

THE TOWN OF BOONTON ASSOCIATION  
OF STREET AND WATER EMPLOYEES

AGREEMENT entered into this 1st day of March, 1971,

by and between:

MAYOR AND BOARD OF ALDERMEN OF THE  
TOWN OF BOONTON, a Municipal Corporation of  
the State of New Jersey, with offices at 100 Washington  
Street, Boonton, New Jersey,

(hereinafter referred to as the "Town"),  
and

THE TOWN OF BOONTON ASSOCIATION OF  
STREET AND WATER EMPLOYEES,

(hereinafter referred to as the  
"Association"),

WHEREAS, pursuant to and in accordance with the terms and  
spirit of Chapter 303 of Public Laws of 1968, the Town and Association have  
met and negotiated the terms and conditions of the employment of the  
employees of the Street and Water Departments of the Town of Boonton; and,

WHEREAS, these negotiations have resulted in an agreement  
respecting the terms and conditions of employment;

NOW, THEREFORE, in consideration of the mutual promises and  
covenants herein contained, it is mutually agreed by and between the parties  
as follows:

**SECTION 1. RECOGNITION.**

The Town agrees to recognize the Association as the  
exclusive representative of the employees of the Street and Water Departments  
of the Town of Boonton for collective negotiations with the Town in accordance  
with the New Jersey Public Employees Relations Act (N. J. S. A. 34:13A-1 et  
seq) and the amendments and supplements thereto.

SECTION 2. PURPOSE AND DURATION OF AGREEMENT.

It is intended that this Agreement shall cover all matters pertaining to employment, wages, hours and working conditions, concerning the employees of the Water and Street Departments of the Town of Boonton. This Agreement shall be effective as of January 1, 1971, and shall remain in full force and effect until midnight December 31, 1972. The parties shall begin negotiations for the subsequent agreement not later than November 15, 1972.

SECTION 3. SALARIES.

All salaries shall be paid every two weeks in accordance with the following schedule of salary merit increases:

Salary Merit Increases

Position	Min.	Step 1	Step 2	Step 3	Step 4	Max.
Water & Sewer Dept. Foreman, Street Foreman	\$8880.	\$9304.	\$9728.	\$10,152.	\$10,576.	\$11,000.
Mechanic Repairman, (Water Dept.), Heavy Equipment Operator	7600.	7980.	8360	8740.	9120.	9500.
Senior Water & Sewer Repairman, Equipment Operator	7240.	7612.	7984.	8356.	8728.	9100.
Water & Sewer Repairman, Truck Driver	6750.	7120.	7490.	7860.	8230.	8600.
Laborer	6240.	6614.	6988.	7362.	7736.	8110.

All increases in salary shall be made on the basis of a merit evaluation as specified in Section 9 hereof.

DOES  
NOT CALCULATE

#### SECTION 4. LONGEVITY.

In addition to base pay, employees shall be entitled to compensation for longevity of service based upon the anniversary date of employment in accordance with the following schedule:

1 through 3 years	-	no additional compensation
4 through 7 years	-	1% of wages
8 through 11 years	-	2% of wages
12 through 15 years	-	3% of wages
16 through 20 years	-	4% of wages
Over 20 years	-	5% of wages

#### SECTION 5. VACATIONS.

Vacations shall be scheduled through the Department Superintendents and shall be available as follows:

- 1) 12 working days after 1 year employment
- 2) 15 working days after 10 year employment
- 3) 20 working days after 20 year employment

#### SECTION 6. HOLIDAYS.

Employees shall be entitled to the following 12 paid holidays per year:

New Year's Day	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	General Election Day
Good Friday	Veterans' Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Employees called into work on a holiday will receive regular pay, plus time and a half for hours worked.

#### SECTION 7. OVERTIME.

Employees will receive time and a half for all hours worked over 8 hours up until next scheduled 8 hour working day, which shall be effective as of the date of the signing of this contract by both parties.

SECTION 8. SICK TIME AND LEAVE.

a) Each employee shall be entitled to fifteen (15) days sick leave per year, all of which shall be cumulative from year to year. A Doctor's certificate shall be required for an absence of more than three (3) days.

b) Each employee shall be entitled to three (3) days leave with pay on the occasion of the death of a member of an employee's family. For the purpose of this section a family member shall include parents, parents-in-law, spouse, children, grandparents and blood relatives living in the employee's household.

SECTION 9. MERIT INCREASES; PROCEDURE.

Increments in salary as outlined in Section 3 hereof shall be based on merit. In determining whether such an increase shall be granted, an examination shall be made into the employee's capacity to handle the range of the work of his position classification and the quality and quantity of the work being performed.

The Superintendents of the Water and Street Departments shall make recommendations to the respective committees of the Mayor and Board of Aldermen, after consultation with both foremen, except in the case of the evaluation of a foreman himself, who shall be evaluated by both Superintendents. Said committees shall then consider the recommendations and advise the entire Board, which Board shall make the ultimate determination.

SECTION 10. BOARD STUDY.

The Mayor and Board of Aldermen hereby agrees to study any inequities in employees' salaries and other benefits.

SECTION 11. MEDICAL INSURANCE.

Full Blue Cross and Blue Shield coverage including Rider "J" to be provided at the Town's expense for employees and all members of the employee's immediate family.

SECTION 12. PENSION.

Contributions shall continue in accordance with the Public Employment Retirement System.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and affixed their corporate seals the day and year first above written.

MAYOR AND BOARD OF ALDERMEN  
OF THE TOWN OF BOONTON

ATTEST:

BY: William H. Francisco  
William H. Francisco, Mayor

Thomas E. Hopkins, Clerk

THE TOWN OF BOONTON  
ASSOCIATION OF STREET AND WATER  
EMPLOYEES

ATTEST:

BY: Stephen F. Hall  
President

Stephen F. Hall  
Secretary

STATE OF NEW JERSEY )  
COUNTY OF MORRIS ) SS. :

BE IT REMEMBERED, that on this 1<sup>st</sup> day of March, 1971,  
before me, the subscriber, an A. Horaney At Law of the State  
of New Jersey, personally appeared Thomas E. Hopkins, who being duly sworn  
on his oath deposes and makes proof to my satisfaction that he is the Clerk  
of the Town of Boonton, a municipal corporation, the Town named in the  
within instrument, that William H. Francisco, Jr. is the Mayor of the said  
municipality; that the execution, as well as the making of this Instrument has  
been duly authorized by a proper resolution of the Governing Body of the said  
municipality; that deponent well and truly knows the corporate seal of said  
municipality; and the seal affixed to said Instrument is such seal and was  
thereto affixed, and said Instrument signed and delivered by said William H.  
Francisco, Jr., as and for his voluntary act and deed and as and for the  
voluntary act and deed of said municipality, in the presence of deponent,  
who thereupon subscribed his name thereto as witness.

Thomas E. Hopkins

Sworn to and subscribed before me

this 1st day of March, 1971.